



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
600 ARMY PENTAGON
WASHINGTON, DC 20310-0600

IMEE

FEB 05 2007

**MEMORANDUM FOR ALL US ARMY INSTALLATION MANAGEMENT COMMAND
PERSONNEL**

SUBJECT: Command Policy #3 – Prevention of Sexual Harassment (POSH)

1. Sexual harassment violates the law, is detrimental to productivity, diminishes self-esteem and adversely affects morale. The practices of sexual harassment are unacceptable behavior that can not be tolerated. Violators of this policy and leaders who fail to take the appropriate action are subject to administrative action. All employees have a responsibility to ensure that our work environment is free from all forms of discrimination.

2. Unwelcome sexual advances, requests for sexual favors, lewd remarks or inappropriate conduct of a sexual nature constitute sexual harassment when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individuals; or (c) such conduct has the effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

3. Preventing sexual harassment is the responsibility of every member of the Installation Management Command (IMCOM). Any employee who believes he or she is a victim of sexual harassment should report the allegation(s) to the appropriate agency official, or contact the Office of Equal Employment Opportunity, who will provide assistance and guidance. It is the responsibility of management to investigate allegations of sexual harassment in a confidential manner and take necessary action to ensure that these allegations are addressed swiftly, fairly and effectively.

4. It is my policy that IMCOM will provide a work environment free of sexual harassment for every employee. It is important to me that incidents of sexual harassment do not interfere with our ability to accomplish our mission. I expect all supervisors, managers, and senior level officials to set high standards and demonstrate professionalism by personal example.

ROBERT WILSON
Lieutenant General, USA
Commanding